

**AGREEMENT BY AND BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,  
LOCAL 77**

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1 **AGREEMENT**

2 **By and Between**

3 **KING COUNTY**

4 **and**

5 **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77**

6  
7 This Agreement is made and entered into by and between King County ("County"), its  
8 successors and assigns, and the International Brotherhood of Electrical Workers, Local Union No. 77,  
9 ("Union"); the Union being recognized as the representative of employees occupying classifications  
10 as set forth under Schedule "A".  
11

12 **PURPOSE OF THIS AGREEMENT**

13 The County and the Union recognize that harmonious relations should be maintained between  
14 them and with the public. The County, the Union, and the public have a common and sympathetic  
15 interest in the progress of the electrical industry. All will benefit by continuous peace and by  
16 adjusting any difference which may arise by rational common-sense methods. Therefore, the County  
17 and the Union hereby agree to establish and adhere to the consultative procedure set forth within, and  
18 to maintain a relationship consistent with the principles set forth within.  
19

20 **NON-DISCRIMINATION**

21 The County and the Union will not unlawfully discriminate in the interpretation and/or  
22 application of this Agreement based on race, creed, color, religion, national origin, age, marital  
23 status, sexual orientation, sex, disability or union status.  
24  
25  
26  
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**ARTICLE 1: SCOPE OF AGREEMENT**

This Agreement is applicable to employees of the County in the classifications listed under Schedule "A" who have designated the Union as their representative.

**ARTICLE 2: EMPLOYMENT**

The County shall select all employees in accordance with the Merit System. When the County has openings, the Union will be so notified in writing and invited to refer qualified applicants within five (5) working days of such notice. Such notice shall stipulate classification and special skills, if any, and affirmative action needs, if any. After five (5) working days the County may seek additional applicants through its Human Resources Division.

**ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP**

**3.1 Recognition** - The County recognizes the Union as the exclusive bargaining representative of all employees whose job classifications are in the work units listed in Schedule "A".

**3.2 Dues and Fees** - It will be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement will remain members in good standing and those who are not members on the effective date of this Agreement will on the thirtieth (30) day following the effective date of this Agreement become and remain members in good standing in the Union or pay fees to the Union to the extent permitted by law. It will also be a condition of employment that all employees covered by this Agreement and hired or assigned into the bargaining unit on or after its effective date will on the thirtieth (30) day following the beginning of such employment become and remain members in good standing in the Union or pay fees to the Union to the extent permitted by law. Provided, however, that nothing contained in this section will require employees to join the Union who can substantiate, in accordance with existing law, bona fide religious tenets or beliefs that prohibit the payment of dues or initiation fees to Union organizations. Such employees will pay an amount of money equivalent to regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the employee and the Union. Employees will furnish proof to the Union each month that such payment has been made.

**3.3 Separation** - Failure by an employee to satisfy the requirements of Section 3.2 will constitute cause for dismissal; provided, that the County has no duty to act until the Union makes a written request for discharge and verifies that the employee received written notification of the delinquency including the amount owing, the method of calculation, and the notification that the non-payment after a period of no less than seven (7) days will result in discharge by the County. A copy of each written notification will be mailed to the County concurrent with its mailing to the employee.

**3.4 Payroll Deduction** - Upon receipt of written authorization individually signed by an employee, the County will have deducted from the pay of such employee the amount of dues and initiation fees as certified by the Union and will transmit the amount to the Union.

**3.5 Indemnification** - The Union will indemnify and hold the County harmless against any

1 claims made and against any suit instituted against the County on account of any check-off of dues  
2 and initiation fees for the Union. The Union agrees to refund to the County any amounts paid to it in  
3 error upon presentation of proper evidence thereof.

4 **3.6 Notice of Recognition** - The County will require all new employees hired, transferred, or  
5 promoted into a position included in the bargaining unit to sign a form which will inform them of the  
6 Union's exclusive recognition. One (1) copy of the form will be retained by County, one (1) copy  
7 will be given to the employee and the original will be sent to the Union. The County will notify the  
8 Union when an employee leaves the bargaining unit.

1 **ARTICLE 4: JOINT LABOR MANAGEMENT**

2 **4.1 Purpose** - The parties agree that the Joint Labor-Management Committee (JLMC) is  
3 established and authorized, consistent with applicable laws and the terms of this Agreement, to use  
4 principles of mutual gains bargaining to interpret, apply, resolve issues and interests affecting Labor  
5 and/or Management consistent with the following principles:

6 (1) To provide fair and reasonable rates of pay, hours, and working conditions for the  
7 employees concerned with the operations of the County as covered by this Agreement;

8 (2) To ensure the making of appointments and promotions as provided under the  
9 merit system and this Agreement;

10 (3) To provide stability of employment and to establish satisfactory tenure;

11 (4) To provide for improvement programs designed to aid employees in achieving  
12 their acknowledged and recognized objectives as outlined in this Agreement;

13 (5) To promote the highest degree of efficiency and responsibility in the performance  
14 of the work and the accomplishment of the public purposes of the County;

15 (6) To resolve disputes arising between the County and the Union relating to matters  
16 covered by this Agreement;

17 (7) To promote systematic labor/management cooperation between the County and its  
18 employees.

19 **4.2** The JLMC does not waive or diminish management rights and does not waive or  
20 diminish Union rights of grievance or bargaining. The parties recognize that the JLMC may not be  
21 able to resolve every issue.

22 **4.3 Meetings** - The parties agree that the JLMC shall meet at least quarterly. The JLMC  
23 shall be co-equal: there will be an equal number of representatives from management and the Union.

24 **4.4** JLMC agenda items will be determined by mutual agreement of committee members.  
25 The parties agree that they will use the JLMC to disclose, discuss and attempt to resolve any unfair  
26 labor practice (ULP) charge prior to filing a ULP charge.

1 **ARTICLE 5: GRIEVANCE AND ARBITRATION PROCEDURE**

2       **5.1** A grievance shall be a dispute between a bargaining unit employee, or the Union, and the  
3 County involving the interpretation or application of this Agreement. Any grievance shall be  
4 resolved by the following procedure:

5       **5.2 Grievance Procedure**

6               **A.** In the event that a grievance arises, it shall be reduced to writing and set forth the  
7 following:

8                       **(1)** Identity of the employee or employees who claim to be aggrieved.

9                       **(2)** Date of the occurrence, nature of the grievance, and the facts upon which it  
10 is based.

11                      **(3)** The remedy or correction sought.

12                      **(4)** The section(s) of this Agreement allegedly violated.

13       **B. Step 1:** Within ten (10) days of the act being grieved the steward and/or employee  
14 shall present the written grievance to the Supervisor of Power/designee. Thereafter, the Supervisor  
15 of Power/designee shall meet with the employee and/or shop steward to discuss the grievance.

16       In the event no agreement is reached, the Supervisor of Power/designee shall, within fifteen  
17 (15) days from receipt of grievance, notify the employee and/or Union steward of its rejection. If the  
18 Union Business Representative determines that the grievance has merit, it may be referred to Step 2  
19 within ten (10) days of notification.

20       **Step 2:** The grievance shall be presented to the manager/designee. Thereafter, the  
21 manager/designee shall meet with the employee and the Union Business Representative/designee to  
22 review and discuss the grievance. In the event no agreement is reached, the manager/designee shall,  
23 within fifteen (15) days of such meeting, notify the Union Business Representative/designee of its  
24 rejection of the grievance. The Union Business Representative/designee may, within ten (10) days  
25 from the notification, refer the grievance to Step 3.

26       **Step 3:** If no agreement was reached at Step (2), the grievance may be presented to  
27 the Director/designee of the Human Resources Division of the Department of Executive Services  
28 within ten (10) days of receipt of the Step 2 response. Thereafter, the Business



1 Representative/designee of the Union will meet with the Director/designee of the Human Resources  
2 Division of the Department of Executive Services and other appropriate personnel for the purpose of  
3 resolving the grievance. The meeting shall be had within fifteen (15) days of the Step 3 referral.

4 A written reply to the Union shall be made within twenty (20) days after such meeting is  
5 concluded. In the event that no agreement can be reached at Step 3, the Union Business  
6 Representative may appeal to arbitration by so notifying the Director/designee of the Human  
7 Resources Division of the Department of Executive Services in writing by registered or certified mail  
8 within fifteen (15) days after the Union has received notification of the Step 3 decision.

### 9 **5.3 Arbitration Procedure**

10 A. In the event that the grievance is not resolved in accordance with the provisions of  
11 this grievance procedure it may be submitted to an impartial arbitrator selected using the following  
12 procedure:

13 1. The County and the Union shall mutually agree upon an impartial  
14 arbitrator.

15 2. The selected impartial arbitrator may hear one (1) or more cases if mutually  
16 agreed by both parties and provided said arbitrator hears and decides each case independently before  
17 proceeding to the next case.

18 3. If the parties cannot agree upon the selection of an arbitrator, the parties  
19 will request a list of five (5) arbitrators from the FMCS or PERC and the parties will by lot determine  
20 which strikes off first of the list of arbitrators and proceed through the list until one arbitrator  
21 remains.

22 B. The Union and the County both agree that the submission of a case to arbitration  
23 shall be based on the original written grievance as submitted in Step 2 of the grievance procedure.  
24 The grievance shall specify the nature of the grievance, act or event grieved, the date of occurrence,  
25 the identity of the employee or employees who claim to be aggrieved, the provision of the Agreement  
26 that has been violated and the remedy sought. This procedure will not bar the presentation of  
27 evidence or testimony which was submitted in the grievance process.

28 C. The party desiring arbitration shall give notice thereof within the time limits set

1 forth in Step 3 of the grievance procedure. The time limitations within this Article may be extended  
2 by mutual agreement between the parties.

3           **D.** Unless agreed upon in writing by both parties prior to the scheduling of the  
4 arbitration, no more than one (1) grievance, dispute, or controversy shall be submitted before the  
5 same arbitrator at one (1) hearing.

6           **E.** At the conclusion of the arbitration hearing, the arbitrator shall establish time  
7 limitations for the submission of briefs, if necessary, and shall determine the date upon which the  
8 issue or grievance submitted for arbitration shall be determined.

9           **F.** The power and authority of the arbitrator shall be to hear and decide each dispute  
10 and shall be strictly limited to deciding whether there has been a violation of a provision of this  
11 Agreement. The arbitrator shall not have the authority to add or subtract from or modify any of the  
12 terms of this Agreement. The decision of the arbitrator shall be based solely on relevant evidence  
13 and arguments presented to him/her by the parties and such decision shall be final and binding.

14           **G.** The expense of the impartial arbitrator shall be borne equally by the parties. Each  
15 party is responsible for their own cost of representation, including but not limited to attorneys fees,  
16 regardless of the outcome of the arbitration.

17           **5.4** New hired probationary and temporary employees can not grieve or appeal a job  
18 separation under this Agreement.

19           **5.5** No regular employee will be disciplined except for just cause.

20           **5.6** By mutual agreement, the parties can elect to mediate a grievance. Mediation does not  
21 supplant the grievance or arbitration process.

**ARTICLE 6: HOLIDAYS**

**6.1** Regular and probationary (herein referred to as, “leave eligible employees”) who work a full-time workweek schedule shall be entitled to the following legal holidays without reduction in pay:

New Year’s Day
President’s Day
Memorial Day
Independence Day
Martin Luther King Jr.’s Birthday
Labor Day
Veteran’s Day
Thanksgiving Day
The Day following Thanksgiving
Christmas Day

and any day designated by public proclamation by the governor and as approved by the Council.

**6.1.1 Part-time Employees** - Leave eligible employees who work a part-time workweek schedule will be granted each of the holidays with pay as provided for within Sections 6.1 and 6.2 prorated to reflect their normally scheduled work day if the holiday falls on a regular scheduled workday.

**6.2 Floating Holidays** – Full-time leave eligible employees will receive two (2) additional personal holidays (16 hours) to be administered through the vacation plan. One (1) holiday will be added to accrued vacation on the first of October and one (1) holiday will be added the first of November of each year. These days will be used in the same manner as any vacation day earned.

**6.3** To be eligible for the holiday, such employees must be on pay status on the regularly scheduled workday immediately preceding and immediately following a holiday.

**6.4** New employees starting work the day after a holiday shall not be entitled to pay for the holiday preceding their first day of work. Employees quitting work or discharged for cause shall not

1 be entitled to pay for the holiday, if any, following their last day of work.

2       **6.5 Holidays Falling on a Weekend** - For those leave eligible employees whose regular  
3 workweek schedule is Monday through Friday, holidays falling on a Saturday will be observed on the  
4 preceding Friday and holidays falling on a Sunday will be observed on the following Monday. For  
5 those leave eligible employees whose regular work schedule requires working on a Saturday and/or  
6 Sunday, holidays falling on these days will be observed on the actual date of the holiday.

7       **6.6 Maximum Accrual** - The maximum holiday pay is eight (8) hours of regular, straight-time  
8 pay.

## **ARTICLE 7: VACATIONS**

**7.1 Accrual Schedule** – Regular and probationary employees (herein referred to as, “leave eligible employees”) hired after May 22, 2002 who work a full-time schedule will accrue vacation leave benefits as described below and further qualified by this section.

<b>EQUIVALENT ANNUAL VACATION FOR FULL-TIME EMPLOYEE</b>	
<b>Full Years of Service (Upon Beginning year)</b>	<b>Annual Leave in Days</b>
<b>0-5</b>	<b>12</b>
<b>6</b>	<b>15</b>
<b>9</b>	<b>16</b>
<b>11</b>	<b>20</b>
<b>17</b>	<b>21</b>
<b>18</b>	<b>22</b>
<b>19</b>	<b>23</b>
<b>20</b>	<b>24</b>
<b>21</b>	<b>25</b>
<b>22</b>	<b>26</b>
<b>23</b>	<b>27</b>
<b>24</b>	<b>28</b>
<b>25</b>	<b>29</b>
<b>26</b>	<b>30</b>

**7.1.1** Employees hired on or before May 22, 2002 are eligible for vacation as provided below. Accrual rates are effective January 1 of the year in which the service requirement is met:

<b>Years of Employment</b>	<b>Annual Vacation Days Earned</b>
5 or more years' service	15 working days per year
8 or more years' service	16 working days per year
10 or more years' service	20 working days per year
16 years' service	21 working days per year
17 years' service	22 working days per year

<b>Years of Employment</b>	<b>Annual Vacation Days Earned</b>
18 years' service	23 working days per year
19 years' service	24 working days per year
20 years' service	25 working days per year
21 years' service	26 working days per year
22 years' service	27 working days per year
23 years' service	28 working days per year
24 years' service	29 working days per year
25 years' service	30 working days per year

**7.1.2 Part-time Employees** - Leave eligible employees who work a part-time workweek schedule will accrue vacation leave in accordance with the vacation leave schedule set forth in Sections 7.1 or 7.1.1, depending on the date of hire, prorated to reflect their normally scheduled workday.

**7.2 Vacation Accrual** - Leave eligible employees will accrue vacation leave from their date of hire in a leave eligible position.

**7.3 Maximum Accrual** - Leave eligible employees who work a full-time workweek schedule may accrue up to sixty (60) days vacation leave. Leave eligible employees who work a part-time workweek schedule may accrue vacation leave up to sixty (60) days prorated to reflect their normally scheduled workday. Leave eligible employees will use vacation leave beyond the maximum accrual amount prior to December 31 of each year. Failure to use vacation leave beyond the maximum amount will result in forfeiture of the vacation leave beyond the maximum amount. However, vacation leave beyond the maximum amount will be allowed by the manager/designee if the carry over is because of cyclical workloads, work assignments or for other reasons.

**7.4 Vacation Eligibility** - A leave eligible employee cannot take or be paid for vacation leave until he/she has successfully completed his/her initial six (6) months of County service in a leave eligible position. If a leave eligible employee leaves County employment prior to successfully completing his/her initial six (6) months of County service, he/she will forfeit and not be paid for

1 accrued vacation leave. A leave eligible employee will be paid for accrued vacation leave to his/her  
2 date of separation up to the maximum accrual amount if the employee has successfully completed  
3 his/her initial six (6) months of County service in a leave eligible position. Payment will be the accrued  
4 vacation leave multiplied by the employee's rate in effect upon the date of leaving County employment  
5 less mandatory withholdings.

6 **7.5** A leave eligible employee will not use or be paid for vacation leave until it has accrued and  
7 such use or payment is consistent with the provisions of this Article.

8 **7.6 Outside Employment** - No employee will work for compensation directly for the County  
9 in any capacity during the time that the employee is on vacation leave.

10 **7.7 Partial Day Increments** – Approved vacation leave may be used in one-quarter (1/4) hour  
11 increments.

12 **7.8 Payment to Assigns and Heirs** - In cases of separation from County employment by death  
13 of an employee with accrued vacation leave and who has successfully completed his/her initial six (6)  
14 months of County service in a leave eligible position, payment of unused vacation leave up to the  
15 maximum accrual amount will be made to the employee's estate, or, in applicable cases, as provided for  
16 by State Law, RCW Title 11.

17 **7.9 Vacation Scheduling** - The manager/designee will be responsible for scheduling the  
18 vacation of employees in such a manner as to achieve the greatest vacation opportunity for the  
19 employees while maintaining the efficient functioning of the work unit.

20 **7.10 Notification While on Paid Vacation** - If a leave eligible employee is injured or becomes  
21 ill while on paid vacation, in order to receive sick leave for that time, he/she must notify the  
22 manager/designee on the first day of the injury or illness or as soon as practical, but not later than the  
23 first day after returning to work. A health care provider's certification maybe required as provided  
24 under Section 8.12.

**ARTICLE 8: SICK LEAVE**

**8.1 Sick Leave** – Regular and probationary employees (herein after referred to as, “leave eligible employees”) will accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime up to a maximum of eight (8) hours per month. Except, that sick leave will not begin to accrue until the first of the month following the month in which the employee commenced employment. The employee is not entitled to sick leave if not previously earned.

**8.2 Vacation as an extension of Sick Leave** - During the first six (6) months of service in a leave eligible position, leave eligible employees may, at the manager/designee’s discretion, use any accrued days of vacation leave as an extension of sick leave. If an employee does not work a full six (6) months in a leave eligible position, any vacation leave used for sick leave must be reimbursed to the County upon termination.

**8.3 Partial Day Increments** - Approved sick leave may be used in one quarter (1/4) hour increments.

**8.4 Unlimited Accrual** - There will be no limit to the hours of sick leave benefits accrued by leave eligible employee.

**8.5 Restoration following Separation** - Separation from employment except by reason of retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued to the leave eligible employee as of the date of separation. Should the regular employee resign in good standing, be laid off or separated for non-disciplinary medical reasons and return to County employment within two (2) years, his/her accrued sick leave will be restored.

**8.6 Pay upon Separation** - A leave eligible employee who has successfully completed at least five (5) years of County service and who retires as a result of length of service or who separates by reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the employee’s base rate of pay in effect upon the date of leaving County employment, less mandatory withholdings.

**8.6.1** Employees retiring under the City of Seattle retirement plan may elect to have the legal equivalent paid for medical care premiums in lieu of cash.



1                   **8.6.2** Cash payment of unused sick leave may be deferred for a period of one (1) year  
2 or less; provided, however, that the employee notifies the Human Resources Division of his/her  
3 desire to do so at the time of retirement. Requests for deferred cash payment of unused sick leave  
4 shall be made in writing.

5                   **8.7 Leave Without Pay for Health Reasons** - An employee must use all of his/her sick  
6 leave before taking unpaid leave for his/her own health reasons. If the injury is compensable under  
7 the County's workers compensation program, then the employee has the option to augment or not  
8 augment time loss payments with the use of accrued sick leave.

9                   **8.8 Leave Without Pay for Family Reason** - For a leave for family reasons, the employee  
10 will choose at the start of the leave whether the particular leave would be paid or unpaid; but, when  
11 an employee chooses to take paid leave for family reasons s/he may set aside a reserve of up to eighty  
12 (80) hours of accrued sick leave.

13                   **8.9 Use of Vacation Leave as Sick Leave** - An employee who has exhausted all of his/her  
14 sick leave may use accrued vacation leave before going on leave of absence without pay, if approved  
15 by his/her manager/designee.

16                   **8.10 Use of Sick Leave** - Accrued sick leave will be used for the following reasons:

17                   A. The employee's bona fide illness; provided, that an employee who suffers an  
18 occupational illness may not simultaneously collect sick leave and worker's compensation payments  
19 in a total amount greater than the net regular pay of the employee;

20                   B. The employee's incapacitating injury, provided that:

21                   1. An employee injured on the job may not simultaneously collect sick leave  
22 and worker's compensation payments in a total amount greater than the net regular pay of the  
23 employee; though an employee who chooses not to augment his/her worker's compensation time loss  
24 pay through the use of sick leave will be deemed on unpaid leave status;

25                   2. An employee who chooses to augment workers compensation payments  
26 with the use of accrued sick leave will notify the workers compensation office in writing at the  
27 beginning of the leave;

28                   C. Exposure to contagious diseases and resulting quarantine.

1                   **D.** A female employee's temporary disability caused by or contributed to by  
2 pregnancy and childbirth.

3                   **E.** The employee's medical, ocular or dental appointments, provided that the  
4 employee's manager/designee has approved the scheduling of sick leave for such appointments.

5                   **F.** To care for the employee's eligible child if the child has an illness or health  
6 condition which requires treatment or supervision from the employee;

7                   **G. Family Medical Leave** - To care for other family members, if:

8                         **1.** The family member is (1) the employee's spouse or domestic partner; (2)  
9 the employee's child, a child of the employee's spouse or domestic partner; (3) the parent of the  
10 employee, employee's spouse or domestic partner; (4) an individual who stands or stood in loco  
11 parentis to the employee, the employee's spouse or domestic partner; or (5) a grandparent of the  
12 employee; and,

13                         **2.** The reason for the leave is one of the following:

14                                 **a.** The birth of a son or daughter and care of the newborn child, or  
15 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken  
16 within twelve (12) months of the birth, adoption or placement;

17                                 **b.** The care of the employee's child or child of the employee's spouse  
18 or domestic partner whose illness or health condition requires treatment or supervision by the  
19 employee; or

20                                 **c.** The care of a family member because he/she has a serious health  
21 condition or an emergency condition.

22                   **H.** Leave eligible employees who do not qualify for use of sick leave as provided  
23 under Section 8.10.G can use sick leave in the maximum amount of three (3) days per year when an  
24 employee is required to care for an immediate family member who suffers from a serious health  
25 condition.

26                   **8.11 Unpaid Leave** - An employee who has been employed by the County for twelve (12)  
27 months or more and has worked a minimum of one thousand forty (1040) hours in the preceding  
28 twelve (12) months may take a total of up to eighteen (18) workweeks unpaid leave for his or her

own serious health condition, and for family reasons as provided in Sections 8.10.F and 8.10.G combined, within a twelve (12) month period. The leave may be continuous, which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as needed. Intermittent leave is subject to the following conditions:

**A. Birth or Adoption** - When a leave is taken after the birth or placement of a child for adoption or foster care for non-medical reasons, an employee may take leave intermittently or on a reduced leave schedule.

**B. Reduced Schedules** - An employee may take leave intermittently or on a reduced schedule when medically necessary due to a serious health condition of the employee or family member of the employee; and

**C. Temporary Transfer** - If an employee requests intermittent leave or leave on a reduced leave schedule, under Section 8.11.B that is foreseeable based on planned medical treatment, the manager/designee may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and that has equivalent pay and benefits and that better accommodates recurring periods of leave than the regular position of the employee.

**8.11.1 Concurrent Time** - Use of donated leave will run concurrently with the eighteen (18) workweek family medical leave entitlement.

**8.11.2 Insurance Premiums** - The County will continue its contribution toward health care during any unpaid leave taken under Section 8.11.

**8.11.3 Return to Work from Unpaid Leave** - An employee who returns from unpaid family or medical leave within the time provided in this Article is entitled the same seniority accrued before the date on which leave commenced, subject to layoff provisions, to the following in ranked order:

**A.** The same position he/she held when the leave commenced; or

**B.** A position with equivalent status, benefits, pay and other terms and conditions of employment.

**8.11.4 Failure to Return to Work** - Failure to return to work by the expiration date of the leave of absence may be cause for removal and result in termination of the employee from

1 County service.

2       **8.12 Provider Certification** - The manager/designee and employee are responsible for the  
3 proper administration of the sick leave benefit. Verification from a licensed health care provider may  
4 be reasonably required to substantiate the health condition of the employee or family member for  
5 leave requests.

6       **8.12.1** Unless specifically instructed otherwise for the same injury or illness, the  
7 employee shall promptly notify the Supervisor of Power/designee, by telephone or otherwise, each  
8 day off due to illness. If an employee is on a special work shift, particularly where a relief  
9 replacement is necessary if he/she is absent, he/she shall notify the Supervisor of Power/designee as  
10 far in advance as possible of his/her scheduled time to report for work.

11       **8.13 Definition of Child** - For purposes of this Article, a child means a biological, adopted  
12 or foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the  
13 child, who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and  
14 incapable of self care because of mental or physical disability.

1 **ARTICLE 9: PAID LEAVES**

2 **9.1 Donation of Leaves** - Donation of vacation leave hours and donation of sick leave hours.

3 **A. Vacation leave hours**

4 **1. Approval Required** - An employee eligible for paid leave may donate a  
5 portion of his/her accrued vacation leave to another employee eligible for leave benefits. Such  
6 donation will occur upon written request to and approval of the donating and receiving employee's  
7 supervisor; except, that requests for vacation donation made for the purposes of supplementing the  
8 sick leave benefits of the receiving employee will not be denied unless approval would result in a  
9 departmental hardship for the receiving department.

10 **2. Limitations** - The number of hours donated will not exceed the donor's  
11 accrued vacation credit as of the date of the request. No donation of vacation hours will be permitted  
12 where it would cause the employee receiving the transfer to exceed his/her maximum vacation  
13 accrual.

14 **3. Return of Unused Donations** - Donated vacation leave hours must be used  
15 within ninety (90) calendar days following the date of donation. Donated hours not used within  
16 ninety (90) days or due to the death of the receiving employee will revert to the donor. Donated  
17 vacation leave hours will be excluded from vacation leave payoff provisions contained in this Article.  
18 For purposes of this Article, the first hours used by an employee will be accrued vacation leave  
19 hours.

20 **B. Sick leave hours.**

21 **1. Written Notice Required** - An employee eligible for paid leave may  
22 donate a portion of his/her accrued sick leave to another employee eligible for leave benefits upon  
23 written notice to the donating and receiving employee's supervisor.

24 **2. Minimum Leave Balance Required (Donor)** - No donation will be  
25 permitted unless the donating employee's sick leave accrual balance immediately subsequent to the  
26 donation is one hundred (100) hours or more. No employee may donate more than twenty-five (25)  
27 hours of his/her accrued sick leave in a calendar year.

28 **3. Return of Unused Donations** - Donated sick leave hours must be used

1 within ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death  
2 of the receiving employee will revert to the donor. Donated sick leave hours will be excluded from  
3 the sick leave payoff provisions contained in this Agreement, and sick leave restoration provisions  
4 contained in this Agreement. For purposes of this Article, the first hours used by an employee will  
5 be accrued sick leave hours.

6 **C. No Solicitation** - All donations of vacation and sick leave made under this Article  
7 are strictly voluntary. An employee is prohibited from soliciting, offering or receiving monetary or  
8 any other compensation or benefits in exchange for donating vacation or sick leave hours.

9 **D. Conversion Rate** - All vacation and sick leave hours donated will be converted to  
10 a dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar  
11 value will then be divided by the receiving employee's hourly rate to determine the actual number of  
12 hours received. Unused donated vacation and sick leave will be reconverted based on the donor's  
13 straight time hourly rate at the time of reconversion.

14 **9.2 Organ Donors Leave** - The manager/designee will allow an employee eligible for paid  
15 leave who is voluntarily participating as a donor in life-giving or life-saving procedures such as, but  
16 not limited to, bone marrow transplants, kidney transplants, or blood transfusions up to five (5) days  
17 paid leave provided;

18 **A. Notification** - The employee gives the manager/designee reasonable advance  
19 notice of the need to take time off from work for the donation of bone marrow, a kidney, or other  
20 organs or tissue where there is a reasonable expectation that the employee's failure to donate may  
21 result in serious illness, injury, pain or the eventual death of the identified recipient.

22 **B. Provider Certification** - The employee provides written proof from an accredited  
23 medical institution, organization or individual as to the need for the employee to donate bone  
24 marrow, a kidney, or other organs or tissue or to participate in any other medical procedure where the  
25 participation of the donor is unique or critical to a successful outcome.

26 **C. Time off Subject to Agreement** - Time off from work for the purpose set out  
27 above in excess of five (5) working days will be subject to the terms of this Agreement.

28 **9.3 Bereavement Leave**

1           A. An employee eligible for paid leave will be entitled to three (3) working days of  
2 bereavement leave a year, due to death of a member of his/her immediate family.

3           **B. Use of Sick Leave in Lieu of Bereavement Leave** - An employee eligible for  
4 leave who has exhausted his/her bereavement leave, will be entitled to use sick leave in the amount  
5 of three (3) working days for each instance when death occurs to a member of the employee's  
6 immediate family.

7           C. In the application of any of the foregoing provisions, when a holiday or regular  
8 day off falls within the prescribed period of absence, it will not be charged against the employee's  
9 sick leave account nor bereavement leave credit.

10           **D. Family Defined** - Immediate family means, as used in this Article: spouse,  
11 domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild of the  
12 employee, employee's spouse or employee's domestic partner.

13           E. The Supervisor of Power/designee may authorize time off for the purpose of  
14 attending the funeral of a relative other than a close relative, as defined above, not to exceed five (5)  
15 days; such time off being chargeable to the sick leave account of the employee.

16           **9.4 School Volunteers** - An employee eligible for paid leave will be allowed the use of up to  
17 three (3) days of sick leave each year to allow the employee to perform volunteer services at the  
18 school attended by the employee's child provided; an employee requesting to use sick leave for this  
19 purpose will submit such request in writing specifying the name of the school and the nature of the  
20 volunteer services to be performed.

21           **9.5 Jury Duty** - An employee eligible for paid leave who is ordered on a jury will be entitled  
22 to his/her regular County pay; provided, that fees for such jury duty, exclusive of mileage, are turned  
23 over to their Supervisor. The employee will report back to their manager/designee when dismissed  
24 from jury service.

25           **9.6 Leave Examinations** - An employee eligible for paid leave will be entitled to necessary  
26 time off with pay for the purpose of participating in County qualifying or promotional examinations.  
27 This will include time required to complete any required interviews.

28           **9.7 Military Leave** - A leave of absence for active military duty or active military training duty

1 will be granted to eligible employees in accordance with applicable provisions of state and/or federal  
2 law; provided, that a request for such leave shall be submitted to the manager/designee in writing by the  
3 employee and accompanied by a validated copy of military orders ordering such active duty or active  
4 training duty.



1 **ARTICLE 10: INDUSTRIAL INJURY OR ILLNESS**

2       In the case of any disability which is covered by State Industrial Insurance or Workmen's  
3 Compensation, Employer will pay to such disabled employee an occupational disability allowance  
4 equal to the difference between eighty percent (80%) of his/her regular straight-time wages and the  
5 amount of State compensation, with the stipulation that the first five (5) working days of disability  
6 shall be at his/her regular straight-time wage less any State compensation which may apply.  
7 Employer will continue to pay eighty percent (80%) of his/her regular straight-time wages, less State  
8 compensation, for an additional period of 255 working days to make a total of 260 days.

1 **ARTICLE 11: LEAVE OF ABSENCE**

2 **11.1**

3 A. A leave of absence without pay, for other than military leave or health reasons,  
4 may be granted to a regular employee by the Supervisor of Power/designee. The employee must  
5 request a leave of absence without pay in writing and present the request to the Supervisor of  
6 Power/designee. The employee must use all accumulated vacation before being granted a leave of  
7 absence without pay.

8 B. A leave of absence without pay will terminate at the end of the period granted.  
9 Except for military leave, in no case may a continuous leave of absence without pay be granted for a  
10 period longer than one (1) year.

11 C. Except as allowed for military leave or as may be required by applicable federal or  
12 state law, an employee on leave of absence without pay will not qualify for paid employee benefits  
13 during the leave period if the leave is for thirty (30) or more days. The employee's supervisor must  
14 notify the department's benefits and records section immediately of any leave of absence in excess of  
15 thirty (30) days.

16 D. The department will reinstate an employee in his/her former classification at the  
17 end of a leave of absence without pay provided the employee is able to perform the duties of his/her  
18 position. An employee on leave will be subject to layoff to the same extent as active employees.  
19 Failure to return from leave of absence without pay on the specified date will constitute a resignation.

20 **11.2** One (1) day of leave per Agreement year without loss of pay may be taken with  
21 approval of the Supervisor of Power/designee when it is necessary that the employee be off work in  
22 the event of a family emergency.

**ARTICLE 12: HOURS OF WORK**

**12.1** The standard workweek shall consist of five (5) consecutive working days of eight (8) hours each aggregating forty (40) hours per week.

**12.2** During the standard workweek, the day shift shall consist of an eight and one-half (8-1/2) hour period with an unpaid one-half (1/2) hour off for lunch. The day shift(s) shall start no earlier than 6:00 a.m. and end no later than 6:00 p.m. For scheduled meal periods, employees shall eat at the location arranged by the Supervisor of Power/designee; provided, such location has clean toilet facilities and a place to eat their lunch.

**12.3** Whenever it is necessary to meet the County's needs, hours of work may be scheduled to cover the period from 6:00 p.m. to 6:00 a.m. Shifts that start before 6:00 a.m. or end after 6:00 p.m. shall be an eight (8) hour shift with no scheduled meal period. Employees working such shift shall be paid at the regular straight-time wage rate for any eight (8) hour shift plus any wage differential which may be allowed under Section 13.5 of this Agreement.

**12.4** All shifts will be scheduled to start on the hour or half hour. Notice of such shift(s) change shall be given as far in advance as possible but no less than ten (10) days prior to implementation and shall continue for a minimum of ten (10) consecutive work days.

**ARTICLE 13: WAGE RATES**

**13.1** The County agrees to pay to its employees and the Union agrees that its members employed by the County will accept the wage scales for the various classifications set forth and contained in Schedule "A" of this Agreement.

**13.2 Lead Line Worker** - Temporary lead line workers shall be compensated at 107.5% of the journey level classification in which such employees are working, when so assigned as in-charge. Lead line workers shall be assigned by the Supervisor of Power/designee when a line crew of which at least two (2) journey level workers are on a job together with no crew chief. The lead line worker shall continue to work as a member of the crew.

**13.3 Lead Electrician** - A temporary lead Electrician shall be compensated at 107.5% of the journey level classification when there are two (2) or more electricians working beyond the standard forty (40) hour work week with no Electrician Crew Chief, and the temporary lead assignment has been designated by the Supervisor of Power/designee.

**13.4 Lead Cable Splicer** - A temporary lead Cable Splicer shall be compensated at 112.5% of the journey level classification when assigned by the Supervisor of Power/designee to assume lead responsibilities when two or more Cable Splicers are working together in the absence of the Cable Splicer Crew Chief.

**13.5 Shift Differential** - Employees regularly assigned to a shift other than a day shift on a straight-time basis shall receive a wage differential of one dollar (\$1.00) per hour for all hours worked, provided that the shift is regularly scheduled to start before 6:00 a.m. or end after 6:00 p.m.

**13.6 Cost of Living**

**A.** There will be three (3) cost of living (COLA) increases payable as follows:

1. September 1, 2005
2. September 1, 2006
3. September 1, 2007

**B.** Each increase added on September 1 shall be based on the Consumer Price Index for the Seattle Urban Wage Earners and Clerical Workers (CPI-W), measuring the difference between the semiannual first half average level (as is usually reported in August) and the same index

1 reported twelve (12) months earlier.

2           **C.** All COLA increases shall be the equivalent to eighty percent (80%) of the increase  
3 in the index used for the measured period. The percentage increase shall be applied to each step of  
4 all classifications.

5           **D.** Computations of all wage rates shall be rounded to up to the nearest \$.01 per hour  
6 when the remainder is at least \$.005.

7           **E.** COLA increases shall not be less than two percent (2%) nor shall it exceed six  
8 percent (6%).

9           **13.7 Overtime**

10           **A.** Overtime is defined to be work over the time regularly required for the  
11 performance of the duties of any particular position; and/or work on any day which is not included in  
12 the regular and ordinary time required, nor included in work schedules promulgated by the County  
13 for performance of the duties in any particular position, and/or work on any holiday listed under  
14 Article 6 falling on Monday through Friday, inclusive. Overtime work shall be compensated at the  
15 double-time rate of pay.

16           **B. Scheduled Overtime** - relates to employees instructed before quitting time or  
17 notified at least twelve (12) hours in advance of starting time, to report for overtime work at a stated  
18 hour.

19           **C. Nonscheduled Overtime** - relates to employees who are requested, without notice  
20 as defined in "Scheduled Overtime", to report for emergency overtime work.

21           **D.** If questions should arise with regard to the scheduling of overtime, management,  
22 upon request, will provide a verbal explanation on a case-by-case basis.

23           **13.8 Holiday Pay** - All work performed on holidays shall be compensated at overtime rate in  
24 addition to the holiday pay under Section 6.1. No combination of overtime payments to an employee  
25 shall exceed three (3) times the regular rate of pay.

26           **13.9 Work Outside of Classification**

27           **A.** In cases of extreme emergencies, employees may be required to perform work  
28 outside of their classification. In such a case, the employee affected shall, whenever practicable, be

under the direct supervision of a crew chief or other worker regularly performing this work.

**B.** In the case of an employee being employed at two (2) classifications in the same half-day, s/he shall receive the higher rate of pay for that half (1/2) day. Replacement relief of a higher classification shall be at the same rate of pay as that of the relieved person. Holidays falling in the replacement period shall be at the higher rate provided the employee works the day before and the day after the holiday. The higher rate of pay does not apply to vacation or sick leave occurring during such assignment.

**C.**

**1.** Line Worker Helpers may be assigned by the Supervisor of Power/designee and shall receive Line Material Workers' rate of pay when driving any tower, pole, reel, digger, crane, bucket or underground truck, when said truck is engaged in construction or maintenance. Whenever feasible, Employer shall provide Line Material Workers to drive any of the above equipment when used for any purpose.

**2.** Line Material Workers or Line Worker Helpers shall receive the Pole Hauler rate of pay when operating the equipment on a boom truck when in close proximity to energized overhead lines or the equipment on a pole truck, digger, reel truck or reel trailer.

**13.10 License/Certification Pay** - Employer agrees to arrange for and to pay one hundred percent 100% of all mandatory education required by the County and State to retain those licenses and certifications necessary for continued employment.

**13.11 Relieved from Duty Pay** - Employees relieved from duty except for cause during the first half of the day or shift shall receive not less than one-half (1/2) day's pay; if relieved from duty except for cause after having been on duty more than one-half (1/2) day, they shall receive a full day's pay, unless relieved at their own request.

**13.12 Call-Out Pay**

**A.** Employees shall receive an amount not less than the equal to four (4) hours straight-time pay each time called out from their homes at times other than regular working hours. They shall be paid the regular overtime rates from the time they leave home until they return to their homes, except no pay shall be allowed while eating or sleeping; provided, however, that if employees

1 are notified before leaving their regular daily work to report for duty after regular working hours,  
2 they shall be paid only from the time they report to headquarters until the time of their return to  
3 headquarters; but in any event, not less than the equal of four (4) hours straight-time pay.

4           **B.** Employees called for duty less than five (5) hours before the beginning of regular  
5 working hours or shift hours, shall be paid overtime (except intermission for meals) from the time  
6 they are called until the beginning of their regular working hours or shift hours. Regular hours or  
7 shift hours following shall be at straight-time.

8           **13.13 Standby Pay** - Employees may be asked to make themselves available to respond to  
9 emergencies by being placed on standby duty. Employees who accept standby duty are to be  
10 available to a phone or to respond to a County provided pager. The employee will be compensated  
11 for standby duty at the rate of 12.75% per hour of the hourly rate of pay for Line Worker-Utilities.

12           **13.14 High-time Pay** - All workers employed on work poles or towers seventy-five (75) feet  
13 above ground or higher shall be paid at the rate of double-time while working at such heights. This  
14 rule does not apply when workers are working on the roofs of buildings where no exceptional hazard  
15 exists.

16           **13.15 Clothing Allowance Pay** - All regular employees shall be reimbursed to an annual  
17 maximum of one hundred fifty dollars (\$150.00) for work clothing and equipment, payable upon  
18 receipt.

**ARTICLE 14: MEAL PERIODS**

**14.1** For regularly scheduled shifts, meal periods shall be established as near as practical to mid-shift; however, not less than three (3) nor more than five (5) hours from the beginning of the shift.

**14.2** Employees scheduled to work overtime shall furnish their meal for the first eight (8) hours worked as if on a regular scheduled shift.

**14.3** Meals and meal periods for scheduled overtime hours worked either before or after a normally scheduled shift shall be as follows:

**A.** An employee who begins unscheduled overtime work two (2) or more hours before the start of a regular scheduled shift, or begins scheduled overtime work more than two (2) hours before the start of a regular scheduled shift shall be eligible for a meal reimbursement up to forty percent (40%) of the straight-time journey level rate of pay.

**B.** An employee who works one and one-half (1-1/2) or more hours beyond the end of the regular scheduled shift shall be eligible for a meal reimbursement up to eighty percent (80%) of the straight-time journey level rate of pay.

**C.** An employee who is scheduled to return for work within two (2) hours or less from the end of the regular scheduled shift shall be eligible for a meal reimbursement up to eighty percent (80%) of the straight-time journey level rate of pay.

**D.** All succeeding meal periods will be in six (6) hour increments and will be reimbursed up to eighty percent (80%) of the straight-time journey level rate of pay.

**14.4** Employees called in for unscheduled overtime work shall be eligible for a meal reimbursement if such work is performed up to or continues after an established meal period. For purposes of this section, established meal periods shall be 6:00 a.m., 12:00 p.m., 6:00 p.m. and 12:00 midnight. The 6:00 a.m. and 12:00 p.m. meals shall be reimbursed up to forty percent (40%) or the straight-time journey level hourly rate of pay. The 6:00 p.m. and 12:00 midnight meals shall be reimbursed up to eighty percent (80%) of the straight-time journey level hourly rate of pay.

**14.5** Employees required to work during their meal period shall receive the overtime rate of pay for such portion of the meal period worked. The amount of the time used for the meal period



1 shall then be deducted from the regular or overtime compensation.

2       **14.6** Employees are required to present a receipt acceptable to the County for any meal  
3 reimbursement. The reimbursement shall be rounded to the nearest whole dollar.

**ARTICLE 15: GENERAL AND MISCELLANEOUS**

**15.1** No wage rate, reasonable condition, or privilege not inconsistent with this agreement and presently enjoyed by any classification of employees covered by this Agreement shall be reduced because of the signing of this Agreement.

**15.2 Union Representative**

**A.** The authorized representatives of the Union shall be allowed admission to any job at any reasonable time for the purpose of investigating conditions existing on the job. On projects which are under military guard, the County will cooperate with Union representatives in this regard as far as regulations will permit.

**B.** Such authorized Union representatives shall confine their activities during such investigations to matters relating to this Agreement and will first make their presence known to the County.

**15.3 Stewards** - The Union Business Manager and/or Representative shall have the right to appoint a steward at any shop or on any job where workers are employed under the terms of this Agreement. The steward shall see that the provisions of this Agreement are observed, and he/she shall be allowed reasonable time to perform these duties during regular working hours. The County shall be furnished with the names of stewards so appointed. Under no circumstances shall the County dismiss or otherwise discriminate against an employee for making a complaint or giving evidence with respect to an alleged violation of any provision of this Agreement.

**15.4 Distribution of the Agreement** - A copy of this Agreement shall be made available to employees of the County as set forth under Schedule "A". Bulletin boards shall be maintained at all permanent headquarters and shall be available to the Union for posting of official Union bulletins.

**15.5 Union Leave of Absence** - Any employee elected or appointed to office in the Union which requires a part of or all of his/her time, shall be given a leave of absence upon application. He/she shall not lose any seniority established with the County at the time of the leave of absence.

**15.6 Apprenticeship**

**A.** If both parties to this Agreement recognize that an appropriate system of apprenticeship is desirable, they may agree to form a Joint Committee whose functions shall be to

1 recommend to the appropriate bodies any procedures necessary in the attainment of this objective as  
2 contemplated.

3           **B.** This Committee shall be composed of a maximum of three (3) representatives of  
4 the County and a maximum of three (3) representatives of the Union.

5           **15.7** In the event that there is a material change to the work represented by the union due to  
6 changes in technology or future automation, the County agrees to bargain the impact as required by  
7 law through the JLMC and with the County's Labor Negotiator.

8           **15.8** The County agrees to not contract work historically performed by the members of the  
9 bargaining unit if the contracting of such work eliminates positions in the bargaining unit. If, in  
10 order to secure funding for a specific time-limited project, the County is required to contract all or  
11 part of the work to be performed due to limitations imposed by a funding agreement, said contracting  
12 will not be considered a violation of this section. The County agrees to provide the Union, upon  
13 request, documentation to support any contracting of work under the terms of this section. The  
14 County retains the right to contract work that it has historically contracted.

15           **15.9 Defendant in Civil Action** - Whenever an employee is named as a defendant in a civil  
16 action arising out of the performance of the employee's duties and, acting within the scope of  
17 employment, the Prosecuting Attorney's Office shall, at the written request of the employee, furnish  
18 counsel to represent the employee to the final determination of the action, without cost to the  
19 employee. Where a possible conflict exists between the County and the employee, the Prosecuting  
20 Attorney may, at his or her sole discretion, appoint outside counsel as a special deputy prosecuting  
21 attorney to represent the employee. In such cases, the County shall be responsible for payment of  
22 costs incurred in such defense. This provision will be governed by the terms of King County Code  
23 4.12.090.

**ARTICLE 16: TEMPORARY EMPLOYEES**

**16.1** Temporary employees shall mean a person who is employed for a period of time not to exceed six (6) months per calendar year. However, temporary employees may be used for a maximum period of twelve (12) months on a special project or to back-fill for a regular employee, or for a longer period if agreed to by the Union when the special project or back-fill extends beyond twelve (12) months.

**16.2** A temporary employee who is later hired as a regular employee in the same classification, the temporary employment period will count as service credit for pay purposes and the service will count for seniority accrual and continuous service credit only during a single period of temporary employment; provided, however, when a temporary employee is terminated by the County and rehired as a regular employee within thirty (30) days, the prior service shall be credited as the employee's continuous service for purposes of seniority only. A temporary employee who voluntarily resigns, is discharged or has more than thirty (30) consecutive days lapse in employment will not be eligible for prior service credit for purposes of seniority, pay or benefits if rehired as a regular or temporary employee.

**16.3** Temporary employees who are hired under six (6) months in a calendar year will be eligible for a premium of ten percent (10%) of his/her base hourly rate of pay for all regular compensated hours and a bus pass.

**16.4** Temporary employees who are hired for over six (6) months in a calendar year are eligible for paid leaves, insured benefits and a bus pass in accordance with the Agreement.

**16.5** The County retains the right to recruit directly for permanent vacancies.

**16.6** Temporary employees who are selected by the County for a regular position in the same classification shall serve a six (6) month probationary period; however, if the employee has ninety (90) or more days of continuous temporary employment in the classification at the time of selection, the probationary period shall be reduced to three (3) months.

**ARTICLE 17: WORK RULES**

**17.1** The work rules contained in Article 17 and not inconsistent with the other provisions of this Agreement are hereby adopted and will remain in effect until modified or amended. Any changes in the working rules between the County and the Union shall be promulgated in the form of a Memorandum-of-Agreement supplementary to and incorporated in this Agreement.

**17.2 Health and Safety**

**A.** All work shall be done in a competent manner and in accordance with the State of Washington safety codes. When greater clearances are specified by the County standards than called for as a minimum by the State Construction Code, then the County standards shall prevail.

**B.** It shall not be considered a violation of this Agreement when workers refuse to work with unsafe equipment, or where adequate safeguards are not provided, and when the facilities and services are not being maintained in a reasonable sanitary condition.

**C.** All employees in classifications whose work requires them to climb shall be instructed in pole-top rescue and resuscitation to become and remain proficient in their application.

**D.** Safety meetings shall be scheduled on a suitable work day each month.

**E.** When a job has been assigned to an individual or crew, and after inspecting or attempting to do the job it has been turned back unfinished, the reason for turning it back must be put in writing by that individual. Special note must be made of extra-ordinary hazards, and this information must be given to all employees or crews that are later requested to do the same job.

**F.** An employee who works five (5) continuous hours of overtime into the eight (8) hour period immediately prior to the commencement of his/her regularly scheduled shift may choose to take eight consecutive hours of rest or to work the shift at his/her regular straight-time rate of pay. However, for safety reasons, a Chief of Power may relieve an employee from continuous duty over eight (8) hours at any time. If an employee opts not to work his/her regularly scheduled shift or is relieved for safety reasons by a Chief of Power, the employee may use sick leave to compensate for the time off from the shift.

**17.3 Classification Relief** - As a matter of general personnel administration, an employee can be expected to assume responsibilities and perform duties within their craft above or below

his/her classification in a relief capacity for a portion of his/her time, except where contrary to current practices.

**17.4 Transporting** - Line Material Workers shall not be downgraded, nor Line Worker Helpers upgraded for driving any truck when used for the sole purpose of transporting workers, supplies or equipment.

**17.5 Helpers** - Employees classified as Helpers will in no event be used as substitutes to replace journey level workers.

**17.6 Pole Framing** - All framing of poles will be done by Line Workers with the help of Line Worker Helpers. The erection of poles or pulling of poles will be done by Line or Pole Crews. Each Pole Crew is to carry at least one (1) Line Worker in addition to a Line Crew Chief.

**17.7 Tree Trimming** - All tree trimming, where there is a possibility of contact with transmission or distribution circuits, will be done by Line Workers.

**17.8 Pulling Cable** - A crew pulling underground cables with power shall include not less than two (2) cable splicers and shall be supervised by a Cable Splicer Crew Chief.

**17.9 Underground Work** - Any work performed in the underground system other than inspections shall require two (2) workers at the Cable Splicer's rate of pay. Inspections may include pumping and "one call dig" identification. Under no circumstance shall inspection be interpreted to mean work on a cable. Inspections shall require two (2) workers, one (1) of which shall receive Cable Splicer's rate of pay. The other worker may be a Journey Line Worker or qualified Line Material Worker. For the purpose of this Article no Line Material Worker shall be deemed qualified until they have satisfactorily completed a course in vault rescue and received confined space training.

**17.10 Hot Tapping** - All hot tapping on a pole shall be done by a journey level Line Worker.

**17.11 Staffing**

**A.** There shall be an Electrician constructor Crew Chief and a Line Crew Chief on the day shift, Monday through Friday, except holidays.

**B.** Electrician Constructor Crew Chief(s) shall not supervise more than ten (10) Electrician Constructors/Temporary Lead Workers in Charge/Fire Detection System Specialists.

**C.** When there are at least three (3) but not more than six (6) Electrician Constructors

1 and/or Fire Detection System Specialists assigned to work on the same project, job or assignment,  
2 one shall be designated by the Supervisor of Power/designee to be the Temporary Lead Worker in  
3 charge provided there is no other supervision on the project, job or assignment. Fire Detection  
4 System Specialists shall only be designated as Temporary Lead Worker in Charge when such project,  
5 job or assignment is on fire detection systems.

6 **D.** When two (2) or more Electrician Constructors and/or Fire Detection System  
7 Specialists are on a shift without an Electrician constructor Crew Chief or Chief of Power assigned to  
8 the shift, one shall be designated by the Supervisor of Power/designee to be the Temporary Lead  
9 Worker in charge.

10 **E.** Supervision for Line Worker - Utilities shall be set forth as provided under WAC  
11 296-45-65015. Man-in-charge shall mean Temporary Lead Worker in Charge, and non-climbing  
12 Foreman shall mean Temporary Line Crew Chief and Line Crew Chief.

13 **17.12 Reporting** - Workers shall not be required to report before or after their regular work  
14 periods to other than their regular headquarters for the purpose of picking up vehicles or materials.  
15 When employees are required to put in time before or after their regular working hours for the  
16 purpose of servicing vehicles or for loading material, only the additional time worked shall be  
17 compensated for at the overtime rate.

18 **17.13 Meetings** - Workers shall not be required to attend meetings called by the County  
19 except during the regular working hours unless compensated.

20 **17.14 Seniority**

21 **A.** Seniority shall accrue for all regular employees covered by this Agreement and  
22 shall be the period of continuous employment in that classification. In the case of a reduction in  
23 force, seniority shall apply. A regular employee who advances to a higher classification and who  
24 returns to former classification shall retain his/her original seniority in such classification plus time  
25 accumulated in the advanced classification.

26 **B.** A seniority list shall be made up and posted when these working rules take effect  
27 on the basis of length of service only, and this shall remain in effect until deviations there from are  
28 decided upon.

1 C. Annually, employees with more than six (6) months of service shall select their  
2 one (1) year shift schedule by seniority. The shift shall rotate every three (3) months in December,  
3 March, June and September. The effective date of the shift rotation will be on the beginning of the  
4 payroll period following the 15th of each of the listed months. Except for projects, jobs, or  
5 assignments, in the event that a shift is significantly changed during the annual rotation period  
6 employees will be able to re-select their shift schedule at the next scheduled shift rotation. In the  
7 event of a shift schedule re-selection, the annual shift schedule selection will be determined from the  
8 date of re-selection, e.g., if the re-selection of a shift schedule is held in December, the next shift  
9 schedule selection will occur in December of the next year. For purposes of this Agreement, the  
10 determination of what constitutes a significant change in a shift shall be decided by the Joint Labor  
11 and Management Committee and shall not be subject to the grievance procedures under Article 5.  
12 Employees shall be permitted to trade shifts for a three (3) month rotation period, provided it is at no  
13 cost to the County. Sign-ups shall be posted the first day of December and as otherwise provided in  
14 this section. It is mutually agreed that employees with more than six (6) months' service will  
15 indicate their shift preferences within twenty-four (24) hours after returning to work for shift  
16 assignment by the Supervisor of Power/designee. The Supervisor of Power/designee shall determine  
17 days off for all shifts.

18 D. The Supervisor of Power/designee shall have the right to transfer employees from  
19 one shift to another without regard to seniority when it is necessary to fill a vacancy caused by the  
20 absence of an employee, subject to the provisions of Sections 17.15 and 17.16.

21 E. All employees appointed to regular positions must successfully serve a  
22 probationary period equivalent of six (6) months of full-time employment.

### 23 **17.15 Transfer**

24 A. Where the County desires the transfer of employees from one shift to another, no  
25 loss in regular pay shall result and a nominal fifteen and one-half (15-1/2) hours off duty between  
26 shifts shall be allowed and the overtime rate shall be paid for all time less than the nominal fifteen  
27 and one-half (15-1/2) hours off duty; except when employees are required to change shifts due to  
28 unscheduled relief, seven and one-half (7-1/2) hours off between shifts shall be the rule which



1 applies.

2           **B.** When an employee is transferred to any position in which he/she has had no  
3 previous experience, he/she shall be given a reasonable break-in period with an experienced worker  
4 in that position.

5           **17.16 Work Schedule for Position** - The schedule for regular working days and regular days  
6 off goes with the job and not the worker, and an employee exercising the option for the change from  
7 one job to another assumes the working days and days off of the new job and anything pertaining to  
8 his/her schedule for the old job ceases at the beginning of the new job.

9           **17.17 Promotion** - An employee who is promoted to another classification may request to  
10 return to his/her previously held classification provided:

11           **A.** A written request is submitted to the Supervisor of Power/designee,

12           **B.** There is a regular position vacant in the classification the employee desires to  
13 return to,

14           **C.** The employee meets all the current job requirements of the classification he/she  
15 desires to return to,

16           **D.** The County is able to recruit and train a qualified replacement for the position that  
17 will be vacated by the employee, and

18           **E.** The County incurs no additional expense or inconvenience in honoring the request.

19           **F.** Except in the event of a layoff, an employee who is promoted to a non represented  
20 classification within the Power Section, may elect to return to his/her previously held bargaining unit  
21 classification under the conditions set forth above. Provided the written request is made within one  
22 (1) year of the promotion to the non-represented classification.

23           **17.18 Travel** - Each employee shall be assigned a designated place(s) to report to work. The  
24 employee shall report to the place designated at the commencement of the working day and after  
25 reporting, shall be regarded as on duty; and that employee shall not be required to report to any other  
26 place(s) for work, or to pick up trucks, materials, equipment, etc. Travel from shop to shop (travel  
27 between the place of reporting and the actual place of work) shall be part of the employee's work  
28 time, and any transportation necessary shall be provided by the County.

**17.19 Private Vehicles** - All employees called for emergency non-scheduled overtime, when directed by the Supervisor of Power/designee to use their private car for transportation, shall be reimbursed at the prevailing IRS mileage rate for each mile traveled from their homes and return, plus toll bridge costs.

**ARTICLE 18: SAVING CLAUSE**

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of existing of subsequently enacted legislation, or by any decree or a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portion hereof; provided, however, upon such invalidation that parties agree immediately to meet and negotiate such part of provisions affected. The remaining parts or provisions shall remain in full force and effect.

**ARTICLE 19: WORK STOPPAGE**

The County and the Union agree that, pending the determination or adjustment of any issue arising between them there will be no change in the conditions of any Memorandum-of-Agreement or recorded understanding applicable to such issue, and there will be no stoppage or interference with the progress of work.

**20.1** This Agreement shall become effective upon full and final ratification by all formal requisite means by the King County Council and shall remain in effect through December 31 2007.

**20.2** Either party may initiate negotiations upon written notice to the other within ninety (90) days of the expiration of this Agreement.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2004

By

King County Executive

International Brotherhood of Electrical Workers, Local 77

Binder: 101

Union Code: E2

**Schedule "A" - Wages**  
**International Brotherhood of Electrical Workers**  
**Local 77**  
**Power - Department of Transportation**  
**Effective September 1, 2004**

Class Code	PeopleSoft Code	Job Title	Hourly Rate		
8208200	730000	Line Crew Chief (113%)			\$ 35.84
8204100	730100	Electrician Constructor			\$ 31.72
8208100	730200	Utility Line Worker			\$ 31.72
8205100	730300	Helper Line Worker	\$ 21.89	\$ 22.83	\$ 23.80
8206100	730400	Line Material Worker			\$ 25.41
8211100	730500	Pole Hauler			\$ 27.76
8204100	730600	Electrician Lead Constructor			\$ 34.10
8204200	730700	Electrician Constructor Crew Chief (113%)			\$ 35.84
8207100	730800	Cable Splicer			\$ 33.30
8207100	730900	Lead Cable Splicer (112.5%)			\$ 35.69
8208100	731000	Lead Line Worker (107.5%)			\$ 34.10
8210100	731100	Chief Cable Splicer (118.5%)			\$ 37.59
8209100	731300	Fire Detection Specialist			\$ 31.72
8204200	731400	Electrician Temp Crew Chief (113%)			\$ 35.84
8208200	731500	Line Temporary Crew Chief (113%)			\$ 35.84
	731200	Standby			\$ 4.04
		Shift Differential			\$ 1.00

## **Schedule “B” - Benefits**

**A.** King County presently participates in group medical, dental, vision, life and long term disability insurance benefit programs. These programs, and the level of King County premium contribution to these programs, are determined by the Labor Management Insurance Committee. The Committee is comprised of representatives from King County and its labor unions. The Committee’s function shall be to review, study and make recommendations relative to existing medical, dental, vision, life and long term disability insurance programs. King County agrees to continue the Labor Management Insurance Committee.

**B.** All regular and probationary employees and their dependents shall be covered by the medical, dental, vision, life and long term disability plans developed by the Labor Management Insurance Committee. King County agrees to maintain the level of benefits as provided by these plans and pay premiums as described in these programs during 2005. Benefits for 2006, and 2007 will be the same unless modified by the Labor Management Insurance Committee, in which case the Union may negotiate for alternate benefits.

**C.** The Union and King County agree to incorporate changes to Employee insurance benefits which King County may implement as a result of the agreement of the Labor Management Insurance Committee referenced in Paragraph A, but otherwise King County will not make unilateral changes to existing benefits.

**D.** Employees will be eligible for insurance benefits on the first day of the month following employment.

**E.** King County will hold an open enrollment at least once during each calendar year. Employees will be allowed to make changes in their benefits selections during that open enrollment period.